

WOMEN'S JOURNALISTS IN THE PRACTICE OF MASS MEDIA IN SEMARANG CITY

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Abstract

This study aims to determine the balance between female and male journalists in the mass media, and the subjective experience of women journalists in carrying out their duties. Data collection was carried out by in-depth interviews and interviewees in this study as many as five people from print and electronic media, to determine the sources of researchers using purposive sampling. This research uses the descriptive qualitative method with gender structuration theory which is a combination of structuration theory and feminist analysis. The results of this study indicate that male dominance is still very strong in the mass media, this can be seen in terms of the number of female journalists in each company. In terms of wages, almost all have not received the same wages as male journalists and there is still violence received by women journalists in carrying out their duties. Violence received in the form of verbal and nonverbal violence and women journalists consider the violence that occurs is a risk of work. It is hoped that with this research companies, journalists and the public will become more aware of gender equality. The formation of a special organization for women journalists was also felt to be very important in solving the problems of women journalists.

Penelitian ini bertujuan untuk mengetahui keseimbangan antara jurnalis perempuan dan laki laki di media massa, dan pengalaman subyektif jurnalis perempuan dalam menjalankan tugasnya. Pengambilan data dilakukan dengan wawancara mendalam dan narasumber dalam penelitian ini sebanyak lima orang dari media cetak dan media elektronik, untuk menentukan narasumber peneliti menggunakan proposive sampling. Penelitian ini menggunakan metode kualitatif deskriptif dengan teori strukturasi gender yang merupakan perpaduan antara teori strukturasi dan analisis feminis. Hasil dari penelitian ini menunjukkan bahwa dominasi laki-laki masih sangat kuat dalam media massa hal ini terlihat dari segi jumlah jurnalis perempuan yang ada dalam setiap perusahaan. Dari segi pengupahan, hampir semua belum

mendapatkan upah yang sama dengan jurnalis laki-laki serta masih adanya kekerasan yang diterima para jurnalis perempuan dalam melakukan tugasnya. Kekerasan yang diterima berupa kekerasan verbal dan nonverbal dan para jurnalis perempuan menganggap kekerasan yang terjadi merupakan resiko dari pekerjaan. Diharapkan dengan adanya penelitian ini perusahaan, jurnalis dan masyarakat semakin sadar akan kesetaraan gender. Pembentukan organisasi khusus jurnalis perempuan juga dirasa sangat penting dalam menyelesaikan permasalahan jurnalis perempuan.

Keywords: *Female Journalists, Gender, Structuration.*

INTRODUCTION

One of the main point in democracy is gender equality, because it guarantees freedom to have the opportunity and access anything for all elements of the society. With the current emancipation, women have courage to express their freedom without being restricted by custom or social construction in society. There have been many women who have finally chosen to pursue careers for a future with openness about emancipation. Men in this case have begun to recognize the existence of women to be equalized.

The women nowadays show themselves more courageous and assertive in choosing jobs according to what they want. Even choosing jobs that are usually done by men. Both men and women actually have equal opportunities in various fields of work. In fact, men dominate and cause it to be identified with the work of masculines rather than feminists, including to be a journalist. Depictions of works that are always identified with masculine can be seen with women present in the mass media, print media or online media but it still has gender bias.

According to a survey conducted by the Alliance of Independent Journalists (AJI) on Mapping the Working Conditions of Indonesian Women's Journalists in Jayapura City, Makassar, Pontianak Pontianak, Yogyakarta, Medan and Jakarta in 2012 showed the composition of male journalists who still dominated and were still minimal female journalists. The number of male journalists is generally 1 to 3 times more than female journalists. A fairly balanced composition is in the city of Jakarta and

the most significant gap is found in the city of Jayapura. In addition, only 6% of female journalists who sat as editorials included editors in the head of 1 person, editor of 1 person, program 1 person, producer of 3 people, editor of 5 people, and 178 people as journalists. meaning 94% or the majority of female journalists work as reporters or not editorial decision makers. In 2012, there were 1,521 male journalists from AJI (Alliance of Indonesian Journalists) while only 18.6% of the total AJI journalists in Indonesia were 1,868 members (Luviana, 2012).

Although the portion that occupies strategic positions in the world of journalism is dominated by men, in fact there are some women who succeed in achieving high positions in the world of journalism including Maria Hartiningsih (Kompas Senior Journalist), Fira Basuki (Editor in Chief of Cosmopolitan Magazine), Evi Mariani (Head Desk Nasional The Jakarta Post), Neni Ridanireni (Republika Senior Journalist, Yogyakarta), Iin Yumiyanti (Deputy Chief Editor Detik.com Magazine (Luviana, 2012). This proves that in the terms of work, women also able to prove that they are worthy in getting the position that usually occupied by men. Women in the mass media often considered as a party who do not deserve high position in the industry.

Apart from the number and position, the gap between male and female journalists also occurs in terms of income. Some countries still distinguish between the number of salary between male and female journalists. The discriminatory practice that happened until now often described as something natural in society, but actually it doesn't fulfil the points of Undang-Undang Republik

Indonesia No. 1/2017 about Gender Equality article 5 which states that the act of Gender Equality and Justice in the field of Manpower can be carried out through the provision of equal access, opportunity and treatment, the provision of wages, benefits and social security and the provision of similar facilities. Guarantees and protection for occupational health and safety is included in reproductive health and protection from acts of sexual violence.

Even though it has been regulated in law, discrimination against women still occurs, such as research conducted by Rizki Budhi Suhara entitled *Women's Journalist in Mass Media*. It reveals the patriarchal ideology among Indonesian women's journalists. So that the position to be achieved in the public sector or private is still at the crossroads and the key to gender awareness is practitioners from the media themselves. The awareness that must be possessed, such as the awareness that work is part of the rights held by women and awareness to develop the perspectives of women journalists on women's issues must be owned by the media (Suhara, 2016). The same thing was expressed by Safira from research that has been done at She Radio Fm in Surabaya that in practice journalism is still not entirely a gender perspective because it still is there are biases based on stereotypes that develop in society so bring up the selection of viewpoints in the discussion of topics to be less gender perspective (Safira, 2016)

Mass media that concerned with gender issues nowadays are not good enough. As the research conducted by Hariyanto entitled *Gender in Media Construction* states that mass media must be supervisors in society. In fact, media themselves keep maintaining their power because of a lack of professionalism and ethics in the mass media, which results in women becoming victims of eternal pride. The lack of an active role and representation of women in the mass media has made it difficult for women to get out of their current position. Media should increase the number of female practitioners and place women not only as objects but play an active

role as subjects (Hariyanto, 2009). And this study aims to determine the balance between female and male journalists in the mass media field in Semarang, also the subjective experience of female journalists in carrying out their duties.

LITERATURE REVIEW

Structuration

This research uses gender structuration theory, a combination of structuration theory and feminist analysis conducted by Sunarto which produces two main concepts namely the production of gender structure and multiple reproduction. the production of gender structures is a combination of gender and structure while dual reproduction is the nature of a social system that has been gender. But previously will be discussed by researchers about structuration theory first. The structuration It's a study related to social relations, especially power relations that establish the resources of production, distribution and consumption (Mosco, 2009). This theory is based on the magnitude of the influence of the mass media on changes that occur in people's lives. While structuration is related to the relationship between institutional ideas, social processes and social practices in structural analysis. Structural theory views that systems are formed by the process of duality between structures and agents in the system. The position of structures and agents in a system is mutually supportive, not ignoring each other (Sunarto, 2009). According to the Mosaic in Sunarto, agency is a basic social concept in structuration theory. It addresses individuals who are seen as social actors created by the framework of their position and social relations involving class, race and gender. This theory recognizes the importance of the process of social individuation (Sunarto, 2009). One important feature of structuring is that social change is seen as a ubiquitous process and illustrates how structures are produced by human agents acting through the medium of the structure.

Gender and Feminism

Feminism is a theory that has a relationship with politics or can be put forward as a political practice that fights in the liberation of women of various races, economic classes in order to win their section (Sunarto, 2009). Stacey sees the theory of feminism as giving more explanation about the subordination or oppression of critical women, which can be divided into 4 categories: 1. Patriarchism 2. The level of subordination of women 3. The category of women 4. Implications of ideological determination of feminist theories. In the first category, the systemic oppression of women is caused by social structures which give more power to men so that they dominate more women. The second category is seen as a result of the first category, that the subordination that occurs to women is due to the dominance of men which is generally felt by women from all over the world or specifically to certain women from racial, ethnic, sexual and other tendencies. The third category prefers to show the diversity of women's meanings according to time, place and context. The fourth category tends to question theoretical perspectives based on the natural aspects of women or their social aspects (Sunarto, 2009).

According to the fahih in Stellarosa, When talking about the concept of gender, of course will be different from sex. Gender is used to identify the differences between men and women who are seen socially and cultural. The nature of the gender can be exchanged. In contrast to sex that does not can be exchanged, because of God's nature and relating to two human sexes which is determined biologically attached in certain sexes, The concept of gender is a trait attached to men and women as a result of social and cultural construction, like women who are considered as meek, beautiful, emotional, motherhood and so on. Meanwhile, male

considered a strong, rational figure. manly and mighty. However, this quality is not absolute, because there are also strong women and rational while there are also men who are gentle and emotional. This can

be us see also from the times and classes of society, for example in certain times and tribes women are stronger than men. With thus, the nature of these women and men can be exchanged and change over time to time, according to the place and class of the community (Stellarosa & Silaban, 2019).

Capitalism

Capitalism has several characteristics, among others: 1. Production is carried out by the producer and then for sale and not for personal consumption, 2. There is a market where the labor is sold and then bought with money in a certain time and certain types of work. 3. Exchange is done with money. 4. Capitalist or managerial agents control the production process and labor. 5. Control over financial decisions and 6. Competition between fellow capitalists on the labor process and economic structure. In operations capitalism uses violence as a mode of implementation with varying degrees of intensity and performance. Violence is something that cannot be separated from capitalism (Sunarto, 2009).

The violence can be divided into four types, the first is direct violence, the second is indirect violence, the third is repressive violence and the fourth is repressive violence. The link with women of violence occurs on an alienative level which can be understood that the division of labor by sex, reflects in psychological alienation that can be felt by victims of prejudice and discrimination, and plays a special role in the capitalist economy. In this case domestic work, carried out by housewives, is part of the labor reproduction costs that are not paid, it can be concluded that the company does not incur costs. Viewed from the other side that women who work cannot recognize the same work, position and wages as men because of the stigma of women as inferior (Sunarto, 2009).

Structurization, Capitalism and Gender

The linkage between structuration, capitalism and gender that structuration is the production and reproduction of social systems through the use of rules and actor

resources in the interactions conducted. The socialist feminist approach can enter into structuration theory through 1. The concept of social systems by defining social systems as asymmetric gender relations influenced by patriacism and capitalism, 2. The concept of actors by differentiating them into male and female agents, 3. The concept of interaction by showing the location of occurrence interaction with the domestic and public domains through repressive measures, 4. Concepts of rules through knowledge of the system of signs and norms of sexuality, and 5. Concepts of resources through power related to ownership of allocative and authoritative facilities that subordinate, alienate and discriminate women from the ownership of resources in the political sphere (Sunarto, 2009).

Capitalism in this case has a shared role with patriacism as the dominant gender ideology behind the construction of asymmetric gender relations between male and female actors. The asymmetrical construction of gender relations makes each actor perform different social roles, social positions, and personal traits. According to Richmond-Abbot, the role of gender is an expectation on masculine and feminine behavior that as a whole is created socially. These expectations are sparked and carried out continuously through the institutions and values of a particular society (Sunarto, 2009). So that it can be interpreted that greater power is obtained by men, seen from the factor of power possessed and dominating in various existing social institutions, masculine traits and work are more valued and masculinity becomes a collection of traits that lead to success in society.

If men are socialized to be masculine, they will have an independent, aggressive and competitive nature that will make men more successful in maintaining their position as the ruling people. Whereas if women are socialized to be feminine with a passive and dependent nature it will be more difficult for women to gain power and change the structure of existing values and institutions (Sunarto, 2009). Marginalization or

subordination for women will continue even today because there are no opportunities for women to change this and even in the world of work.

METHODS

This study uses a type of descriptive research with qualitative methods. Descriptive research is kind of research by collecting data in the form of words, images and not numbers. In addition, descriptive research is intended to describe and explain the reality of the observed social phenomena. The qualitative method is done by observing, interviewing and gathering information from existing documents. In this method it is also more specific in adjusting to the many sharpening influences on the value patterns encountered (Moleong, 2013). Operationally this research tries to describe how women work as journalists in the midst of a patriarchal culture that is still very dominant and also occurs in the world of mass media. In this study using gender structuration theory which is a blend of structuration theory and feminist analysis.

Those are collected to be the key to what has been studied (Moleong, 2013). Thus the results of this study will contain citation of data and provide an overview Women's Journalists in the Practice of Mass Media in Semarang City. This research uses purposive sampling to determine the subject or object of research that it is able to meet the objectives of this study. Informants chosen by researchers have the following criteria:

1. A female journalist who still works in the mass media.
2. A female journalist in Semarang City

This study using interviews with structured forms, so that all informants were given the same questions. Researchers recorded all important information needed to support the data in the results of the study. Before conducting the interview, the researcher explained to the informant about the topic of the research, so that the objectives intended by the researcher would be achieved. The speakers in this study were female journalists who worked in several

mass media in Semarang City, namely HT (TVRI Central Java), ST (Central Java iNews TV), EA (Tribun Central Java), HN (RRI Central Java), and RT (Central Java Post).

Sources of data in this study using primary data, which collected from interviews to the informants. In addition, secondary data that the researchers used in the form of both printed and electronic literature to support research.

RESULTS AND DISCUSSION

The five informants I interviewed had different years of service and experience as female journalists. The shortest working period of the informant is one year, and the longest is 23 years. They have various experiences in facing the gender problem during their work period in mass media industry.

The five speakers in this study have served as journalists and for a maximum of 23 years as revealed by HT speakers from Central Java TVRI, "I have been a journalist since 1996". Female journalists from iNews TV also stated that they had served for 12 years as revealed, "I have been a journalist from 2007 to 2019". EA journalists from the Central Java Tribune stated that it had been one year as revealed, "I haven't been a journalist for a long time, only about a year ago". The HN journalist from RRI Central Java also stated that he had been a journalist for four years as revealed, "I have been a journalist here about four years". RT journalist from Central Java also stated that he had been a journalist for 18 years as revealed, "I have been a journalist from 2001 until now".

In terms of initial selection to be a journalist, the speakers stated that there was no difference in the selection process between men and women. Everything were done through the process of employee recruitment that regulated by the company. The female journalist from Central Java Post stated,

"In terms of recruitment of employees, there is no difference between male and female". The same thing was expressed by HT, "There was no cheating on TVRI

recruitment process. Everything was done according to the procedure, but the number of women who chosen are less than men. Women were five and men were 10 people".

ST stated the same thing that there was no difference in the selection of Central Java iNews employees, as revealed, "The Recruitment in iNews is not difference, all processes are in accordance with the regulations in the company". EA gave the same statement that there was no difference between the selection of employees and men and women alike, as expressed,

"The Recruitment in Tribun Central Java is not difference. There are some process in terms of recruitment including interview selection, psychological test selection, and health selection".

HN journalist from RRI Central Java also revealed the same thing that in the selection process both male and female admissions were not differentiated.

In terms of burden of work, men and women have the same job. Women were not seen as being different from men in this case. Everyone has the same job responsibilities, as expressed by HT,

"For job description, everyone has the same thing for doing news coverage without discrimination between men and women".

HN in carrying out its duties felt that there were no prominent differences between men and women, as revealed, "All employees do their jobs and without discrimination between men and women". EA also states that there is no difference at all about the work.

"For job description, all would be the same in our media, Tribun. If there is an incident, we immediately go to the crime scene without exception".

RT gave the same statement that being a journalist means had the same responsibilities both men and women. She said that women also can do things that sometimes identified as men's job. ST revealed something similar that there was no difference in doing work,

"This type of assignment has never been distinguished, depending on who turns it is. Nothing difference."

The journalist work system stated by the speakers proves that there is no difference between male journalists and female journalists. But from all the sources that being interviewed, they said that the number of male and female journalists was very unbalanced, as revealed by ST,

"In our editorial department, there are 4 men and 1 woman, and that woman is me. From 35 districts in the working area, the number of women is only 1, while 34 of them are men."

RT revealed similar things about the comparison of male and female journalists is still far from balance,

"In Central Java Pos, there are 40 male journalists throughout Central Java and among them there are only 5 female journalists"

HN also expressed the same opinion that the number of men and women still had differences,

"In RRI, we have 8 male journalists, if there are 5 female journalists, all of them including the old generation"

This is not different from what EA revealed that the number of women is still small, "There are only 10 female journalists from all 40 journalists". HT also said that there were still differences in the number of journalists on TVRI compared to men, "There are 5 female journalists and 10 male journalists". The speakers in the above statement mentioned that the number of male and female journalists has no similarities, there is still a huge gap between the number of male and female journalists. Those all refer to domination of male in terms of number in media industry.

Differences in terms of the quantity of male journalists and female journalists are followed by payroll, not all female journalists get the same kind of salary as male journalists. They have various answer for the salary matters. Some of them get the same amount,

but the other depends on the situation. As expressed by ST,

"Our wages or salaries have no difference between men and women, but in terms of benefits there are differences. Because male journalists are considered to bear children and wives, women journalists have no dependents"

The same thing happened to the Central Java Tribun company, EA revealed that there were differences in benefits,

"Actually in terms of basic salary there is no difference, but for the benefits, all journalists are different according to each performance of them"

HT and HN said the same thing, both of them worked in public broadcasting so that the wage system was measured from the career path of each individual,

"We are from Public Broadcasting Institution. Salary is measured by how long do we work and the amount of salary is measured by rank"

Unlike the RT in the Central Java Post company, there is no difference in the provision of salaries, all get the same rights "In terms of salary, there is no difference, female journalists and male journalists are all the same".

Almost all the speakers said that there was still a difference in salary payments or wages in the work system. It is also not much different from the work done by female journalists. Women's journalists still got different treatment in carrying out their work. Physical and non-physical harassment still occurs. Almost all the speakers experienced this unpleasant behaviour, as revealed by HT,

"When I did the demonstration coverage, my ass was smacked by an unknown person but I didn't care about it and considered it as experience"

ST said the same thing that had happened before,

"I have experienced non-physical abuse by the police and a male journalist friend, like a sexist joke"

The same thing happened to RT, non-physical abuse has been experienced as revealed in the following,

"I experienced non-physical abuse from male journalists. He said that female journalists cannot do male journalist's work and my friend used to take me to the speaker, and he tried to trap me. Many other female journalists were treated like that, but we were confident because we were professional journalists and we can also report them to the police if there are some actions that possibly threaten us".

Female journalists work almost every day with male journalists. The existing structure places female journalists as social agents who indirectly shape themselves as tough women, who can do the same work as male journalists. This is consistent with Mosco's statement that individuals as social actors are shaped by a matrix of their positions and social relations involving class, race and gender (Sunarto, 2009: 19). Furthermore, this is one of the important features of structuring, namely the change that is seen as a process that takes place anywhere and depicts how the structure itself is made by social agents that are practiced or carried out through the media of the structure.

Instead of female journalists able to work like male journalists, other results obtained by the researchers showed that there were inequality in terms of numbers between male and female journalists. The five speakers said that the number of female journalists is unbalance. Mass media in Semarang city is dominated by male journalists. The current structure strengthens male agents as the main actors in the mass media and women's agents as mere extras, so that gender bias becomes stronger in the work environment of the mass media, especially in this city. Gender bias is a situation where partiality tends to men rather than women. This alignment can occur because of the existence of a strong patriarchal system in Indonesia, women are considered the most appropriate in domestic work rather than public works (Handayani, 2017). The consequences of such conditions

structurally place careers, positions and roles of female journalists to be marginal in the organizational structure of the mass media work environment. In terms of quantity, female journalists are no higher than male journalists so that it reinforces the public's view of the male journalist profession and can be one of the influences on the low awareness of gender equality in the journalistic world (Siregar, 1999).

The situation of female journalists is related to reproductive activities and the production of social processes with three kinds of interactions, namely interaction of communication, that female journalists have not been able to maximize regulatory modalities so that they cannot master the structure because those who have a large share in the structure of the work environment are male journalists. Secondly, the interaction of power has to do with women's journalists who have not had the opportunity to optimize the economic and political resource modalities, so they cannot master the structure of dominance. Furthermore, the interaction of sanctions. What happens is that the order in women's journalist organizations has not been able to optimize normative rules to master the legitimacy structure because the scope of work that exists today is still dominated by men. The results of the existing research showed that there was a submission by male journalists to female journalists, according to the assumptions of the theory of gender structuration relating to the structure of gender dominance in communication interactions, power interactions and sanctioned interactions.

Imbalance in female journalists also occurs in income or in the wage system. Based on the results of interviews with the speakers, the differences were found in the benefits received by female journalists. The allowances for male journalists are higher than female journalists, because they still assume that men have full obligations on their families such as their wives and children, while benefits for female journalists are only for themselves. Allowances are also given based on the results of the performance

achieved by each individual so that the income received by journalists is not the same. This is not in line with the Law of the Republic of Indonesia Number 1 of 2017 concerning Gender Equality in article 5 which states that the act of Gender Equality and Justice in the field of Employment can be carried out through the provision of access, opportunity and equal treatment, wages, benefits and social security the same and the provision of the same facilities. Guarantees and protection for occupational health and safety including reproductive health and protection from acts of sexual violence. Gender equality in the income system has not been fully carried out by mass media companies in the city of Semarang, so there are still gaps that occur between male journalists and female journalists.

In addition to structural discrimination and income, there is also cultural discrimination in the form of sexual harassment. Jokes are dirty and sexist talk is often found in everyday life at work. This kind of action just happens because there is no rule in the company that protects female journalists from abuse. In the end such actions became normal for female journalists. The results of the study show that female journalists are more tolerant of abuse and that even harassment received is common in carrying out their work both physical and non-physical abuse. In the view of socialist feminists, gender relations and gender property are caused by gender ideologies that are patriarchal, capitalist and misogynistic. So that the position of female agents is always demeaned, subordinated and repressed (Sunarto, 2009).

The suppression of female journalists still occurs today due to the justification of the dominant gender ideology, which is about patriarchy, capitalism and misogyny. The ideology of patriarchy justifies it by using violence perpetrated by male journalists against female journalists wherever they are. Capitalist ideology justifies it by using violence in an alienative form, namely the division of labor based on sex. Women are placed in a more appropriate position with

domestic work, meaning as housewives who are not given a salary or wage so that the company does not have to pay any costs that have an impact if women work in companies women workers cannot get their rights such as the same position or salary amount with men. The last is the ideology of misogyny which justifies the process of dehumanization of men by women by degrading women physically, sexually and making women the object of symbolic violence. Without resistance from women, the gender ideology will position women in oppressed groups (Sunarto, 2019).

The existence of conditions of marginalization of women leaders, certainly becomes a source of debate about the unequal construction between men and women. But there is a shift in understanding above that has changed, in which case women are no longer positioned in marginal conditions and are even able to gain the confidence of women to do the work normally done by men.

The tendency of the concept of masculinity that is always associated with men is always displayed by the media through physical appearance such as tough and mighty which is considered an ideal display for a man. This physical appearance also shapes public opinion about the concept of gender displayed by the media. Of course it must be discussed again that the concept of gender is not a natural thing like gender, but this concept is interpreted based on the construction of society that is influenced by cultural and environmental backgrounds (Saputra, 2016). Based on the discussion above the things that have been experienced by informants that the concept of gender in reality in the field is still low is evidenced by the harassment received by women journalists, although on the other hand in the employee selection process does not distinguish between men and women.

The results of journals written by Saputra in this context, of course, must be discussed again that the concept of gender is not a natural thing like gender, but this concept is interpreted based on the construction of

society that is influenced by cultural and environmental backgrounds. Looking at this understanding, it is not impossible if the traits of masculinity that are understood and displayed by the media, especially in soap operas, have not always been associated with male figures. The characteristics of masculinity that have been understood so far can be possessed by female characters through the construction displayed by the media, especially in the show of a soap opera.

A major principle in feminist criticism is patriarchy. Power is at the heart of a patriarchal society predominantly residing with males. Foss in (Spiker, 2012) describes it as follows: patriarchy is a system of power relations in which men dominate women so that woman's interests are subordinated to those of men, and women are seen as inferior to men. In a patriarchal society, relations of domination between women and men exist in all institutions and social practices, so we all learn patriarchal values and modes of operation as appropriate and natural and thus help to perpetuate them.

According to Wolf in (Spiker, 2012) argues that women can approach power from two different feminist perspectives: victim feminism or power feminism. The woman who adopts a victim perspective has "a psychology of scarcity" and believes that "one woman's gain is another's loss". The woman who adopts a power perspective "seeks power and uses it responsibly...for women as individuals;" "exerts her power more effectively;" "acknowledges woman's interest in „signature, "recognition, and fame;" and "acknowledges that aggression, competitiveness...even the danger of selfish... behavior, are as much a part of female identity as are nurturant behaviors". Encourages women to "challenge the impulse to shy away from acknowledging the power, or admitting to the leadership skills, that women possess". She believes that women need to be less "power averse" and more "power literate.

Jobs as journalists, both men and women have the same risk. From the results of research that has been done it can be seen that women journalists enter into

power feminism who use their power more effectively so that they are able to get jobs that are always identified with men and use these powers responsibly. With the courage and passion of women journalists able to face the challenges they encounter while working in a variety of situations and field conditions. The interviewees interviewed said that the biggest challenge faced was when the interviewees had to produce news amid a crowd of demonstrators. The resource person must be able to report the news precisely regardless of the situation.

As a female journalist, self confidence is needed for her abilities and confidence to eliminate doubts that have arisen. As women we cannot be inferior to men and must be able to do work as expected by the office and ourselves. This is the same as expressed by Herawati in her study entitled the meaning gender of women media workers in West Java. In general, society does construct men over their strengths in terms of physical, intelligence and courage. This is actually felt by women so that sometimes a desire to become or feel like a man appears (Herawati, 2016).

Increased education of women start shifting views about women, because she started or has started have the same competence as men to take part in the public sphere. Will But on the other side Domestic is full responsibility women generally haven't changed. This matter cause women to be moved in the public realm has a load compilation problem those in the domestic realm cannot be shared with his partner. Therefore, no surprising approval of women workers Special media must work balance tasks in the office with his duties in the household (Herawati, 2016: 85). This is consistent with the results of interviews conducted by researchers, that as a female worker must have the same balance between household and office matters, resource persons who have children and have to invite their children to work because the conditions at that time did not allow for her husband to have to take care of child.

From time to time women have indeed

been identified as someone who does not do heavy work as revealed by Murdock in (Khotimah, 2009) men are more consistent with masculine work that is hunting animals, working metal, smelting seeds, work soldier, carpentry and others. Whereas women are more consistent with feminine work, which is collecting fuel (wood), preparing drinks, gathering and providing food from wild plants, milk production, washing, fetching water and cooking, and other household chores. In industrial society, the pattern of division of labor has not differed greatly from agrarian society. In industrial societies women strive to be involved in economic activities, but many agrarian legacies are still maintained in them. In general, the substance of the domestic public pattern is still maintained, because women's participation is still valued less than men. Gender discrimination in work has been going on for a long time, both in agrarian and industrial societies, both seen in the division of labor based on sex and based on gender. Although the position of women has a significant contribution in the work, because of the patriarchal culture that develops in the community, it places women's work that is not balanced with men, and is still considered as unproductive work.

Until now the understanding of the concept of gender even among women themselves has different meanings, in a study conducted by Bakhtiar with the title Gender Sensitivity Online Media Detik.com explained that the concept of gender depends on how social and environmental factors shape it and things this shows that the concept of gender is very dynamic. Narwoko in Rachma said that gender as a concept of the results of human thought or engineering formed by the community so that gender is dynamic, can be different because of differences in customs, cultures, religions and value systems of certain nations, communities and ethnic groups (Bakhtiar, Sjafrah, & Herawati, 2019).

Women who work still get different treatment even though in the modern era women can do work like men do. The absence of a strong push from the

work environment is also a result of the patriarchal culture of antiquity which is still strong today. Harassment, the distribution of salaries is still not the same until the imbalance in the number of male and female workers is a common problem that must be resolved wisely. Nowadays women need support from the smallest spheres, such as the family to their work environment, to be able to develop even better. The difference between men and women should be able to give a positive meaning instead of giving a different meaning, especially in terms of work. so as a woman and as a journalist can make a maximum contribution in her work. Furthermore, the mass media as a business industry, is too involved with the mind and manipulate women with all traits that can be traded. Instead, the mass media as an intellectual product so far has the opposite function, namely defending and defending what is the basic right of the public, perpetuating patriarchal patterns and more concerning. again that women remain in an oppressed position (Juditha, 2015)

CONCLUSION

Based on the above discussion it can be concluded that the experience of working as a female journalist from various mass media in Semarang City still experience violence in both structural and violent forms in cultural forms. Harassment in the form of a structural form of salary provision that is still distinguished from male journalists even though in the organizational structure of male and female journalists occupy the same position. The dominance of male journalists towards women also plays a role in perpetuating power in the work environment so that women are vulnerable to violence. Violence in the structural form obtained by female journalists in the form of verbal and nonverbal in carrying out their duties. Verbal violence in the form of joking words, but more sexual, this happens because they see fewer female journalists than male journalists. The attitude of female journalists can only accept the treatment or harassment without being able to fight. Likewise with

nonverbal violence received by female journalists, this is considered a risk in the work and understand it. Awareness of gender equality in female journalists is also still low and makes women's journalists become groups that are silenced, always humiliated and oppressed. The implication that can be understood from this research is that female journalists who are informants still feel the strong patriarchal culture in media companies. In the future, it is expected that in any occupation women are entitled to get the same portion as men, increasingly aware of the importance of gender equality and the formation of an organization or special group of women journalists who discuss all the problems that occur with women journalists and can be dealt with quickly.

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